

EVALUATION REPORT & COUNSELING RECORD (EI-E6)

RCS BURRS 1610-1

1. Name (Last, First MI Suffix) VILLEGRAS, JOHN B.				2. Rate HN	3. Desig 	4. SSN
5. ACT ETS INACT AT/ADS/ 265		6. UIC 00105	7. Ship/Station NBHC PORTSMOUTH		8. Promotion Status REGULAR	9. Date Reported 11 MAR 16
10. Periodic <input checked="" type="checkbox"/>		11. Detachment <input type="checkbox"/>	12. Promotion <input type="checkbox"/>	13. Special <input type="checkbox"/>	14. From: 11 JUL 16 To: 12 JUL 15	
16. Not Observed Report <input type="checkbox"/>		17. Type of Report <input checked="" type="checkbox"/>	18. Concurrent <input type="checkbox"/>		20. Physical Readiness PP	21. Billing Subcategory (if any) NA
22. Reporting Senior (Last, FI MI) BALLARD, D W		23. Grade HMC	24. Desig SEL	25. Title 	26. UIC 00105	27. SSN
28. Command Employment and Command Achievements. Maintains medical readiness of afloat, ashore and visiting units. Provides accessible, high quality healthcare. Prevents illness and injury by promoting wellness and health. Deploys in direct support of overseas contingency and humanitarian operations.						
29. Primary/Collective/Watchstanding Duties. (Enter primary duty abbreviation in box.) ADV LAB TECH PRI: (8506) Advanced Laboratory Technician-17. Responsible for collecting and processing over 3,700 laboratory tests monthly. COL: Regulated Medical Waste Disposal Coordinator-12, Material Safety Data Sheet Revision Coordinator-12, Command Assessment Team-12, Color Guard-12. Watch: COD-12. PEA: 11-2A12-1.						
30. Date Counselor (Enter 30 and 31 from counseling worksheet and sign 32.)		31. Counselor IVES, J B HMC	32. Signature of Individual Counselor			
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.						
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards	
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application.	<ul style="list-style-type: none"> Marginal knowledge of rating, specialty or job. Unable to apply knowledge to solve routine problems. Fails to meet advancement/PQS requirements. 	<ul style="list-style-type: none"> Strong working knowledge of rating, specialty and job. Reliably applies knowledge to accomplish tasks. Meets advancement/PQS requirements on time. 	<ul style="list-style-type: none"> Strong working knowledge of rating, specialty and job. Reliably applies knowledge to accomplish tasks. Meets advancement/PQS requirements on time. 	<ul style="list-style-type: none"> Recognized expert, sought out by all for technical knowledge. Uses knowledge to solve complex technical problems. Meets advancement/PQS requirements early/distinction. 	<input type="checkbox"/>	
34. QUALITY OF WORK: Standard of work; value of end product.	<ul style="list-style-type: none"> Needs excessive supervision. Product frequently needs rework. Wasteful of resources. 	<ul style="list-style-type: none"> Needs little supervision. Produces quality work. Few errors and resulting rework. Uses resources efficiently. 	<ul style="list-style-type: none"> Needs little supervision. Produces quality work. Few errors and resulting rework. Uses resources efficiently. 	<ul style="list-style-type: none"> Needs no supervision. Always produces exceptional work. No rework required. Maximizes resources. 	<input type="checkbox"/>	
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	<ul style="list-style-type: none"> Actions counter to Navy's retention/reinforcement goals. Uninvolved with mentoring or professional development of subordinates. Actions counter to good order and discipline and negatively affect Command/Organization climate. Demonstrates excludatory behavior. Fails to value differences from cultural diversity. 	<ul style="list-style-type: none"> Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actions adequately encourage/support subordinates' personal/professional growth. Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. Values differences as strengths. Positively influences atmosphere of acceptance/inclusion per EO/EEO policy. 	<ul style="list-style-type: none"> Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actions adequately encourage/support subordinates' personal/professional growth. Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. Values differences as strengths. Positively influences atmosphere of acceptance/inclusion per EO/EEO policy. 	<ul style="list-style-type: none"> Measurably contributes to Navy's increased retention and reduced attrition objectives. Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. The model of achievement. Develops unit cohesion by valuing differences as strengths. 	<input type="checkbox"/>	
36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	<ul style="list-style-type: none"> Consistently unsatisfactory appearance. Poor self-control, conduct resulting in disciplinary action. Unable to meet one or more physical readiness standards. Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. 	<ul style="list-style-type: none"> Excellent personal appearance. Excellent conduct professionally and personally. Complies with physical readiness program. Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. 	<ul style="list-style-type: none"> Excellent personal appearance. Excellent conduct professionally and personally. Complies with physical readiness program. Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. 	<ul style="list-style-type: none"> Exemplary personal appearance. Model of conduct, on and off duty. A leader in physical readiness. Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. 	<input type="checkbox"/>	
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.	<ul style="list-style-type: none"> Needs prodding to attain qualification or finish job. Prioritizes poorly. Avoids responsibility. 	<ul style="list-style-type: none"> Productive and motivated. Completes tasks and qualifications fully and on time. Plans/prioritizes effectively. Reliable, dependable, willingly accepts responsibility. 	<ul style="list-style-type: none"> Productive and motivated. Completes tasks and qualifications fully and on time. Plans/prioritizes effectively. Reliable, dependable, willingly accepts responsibility. 	<ul style="list-style-type: none"> Exceptional self-starter. Completes tasks or qualifications early, far better than expected. Plans/prioritizes wisely and with exceptional foresight. Seeks extra responsibility and takes on the hardest jobs. 	<input type="checkbox"/>	

RCS 161026 (08-10) FOR OFFICIAL USE ONLY - PRIVACY ACT SENSITIVE

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) VILLEGRAS, JOHN B		2. Rate HN	3. Designation	4. SSN	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. TEAMWORK: Contributions to team building and team results.	-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well.	<input type="checkbox"/> <input type="checkbox"/>	-Reinforces others' efforts, meets commitments to team. -Understands goals, employs good teamwork techniques. -Accepts and offers team direction.	<input type="checkbox"/> <input type="checkbox"/>	-Team builder, inspires teamwork and progress. -Focuses goals and techniques for teams. -The best at accepting and offering team direction.
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	-Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices.	<input type="checkbox"/> <input type="checkbox"/>	-Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Seeks/achieves very useful, realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment.	<input type="checkbox"/> <input type="checkbox"/>	-Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal and professional lives of others.
40. Individual Trait Avg. total of trait scores divided by number of graded traits.	3.57		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific)	42. Signature of Rater (Type, Name & Rate): I have evaluated this member against the above performance standards and have awarded written exp. of marks 1.0 and 5.0.	
		ASSIGNMENT IN RATE		SEA DUTY	
				Date: 24 July 2012 VACLAV R J, HM1 (FMF)	
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.					
<p>HN Villegas is a highly motivated Sailor, eager to take on challenging responsibilities!</p> <ul style="list-style-type: none"> - Naval Branch Health Clinic Portsmouth Blue Jacket of the Quarter, 2nd Quarter 2012. - Performed over 40,000 laboratory tests on a diverse patient population. Supervised 10 personnel in proper laboratory procedures, collections, and the proper preparation and shipping procedures for 2,600 lbs of regulated medical waste, in accordance with OSHA guidelines with zero discrepancies. Organized and updated clinic MSDS that resulted in uniform documentation throughout NHCHC and ended with an outstanding score during the September 2011 College of American Pathologists (CAP) inspection. - Motivated instructor; used his superb technical knowledge to instruct six Seacoast college students and seven clinic staff members in proper phlebotomy techniques. Dedicated over 18 hours to leading and instructing nine personnel in proper color guard drilling and ceremony procedures, that resulted in the successful completion of over 30 military and community color guard ceremonies. - Equal Opportunity. Drafts and distributes a monthly command equal opportunity newsletter. - Command Volunteer; helped raise \$5,000 for the 2012 NBHC Portsmouth Hospital Corpsman Birthday Ball. <p>HN Villegas is a hard charging Sailor already performing at the level of a Petty Officer.</p>					
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.					
<p>EDU: eight credit hours GBCI, 10 NKO courses, 12.5 CE credits. Awards: LOA, LOC BJOQ 2nd Quarter 2012. COMM: five hrs Portsmouth soup kitchen, 32 hrs NOSC Manchester.</p>					
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote
45. INDIVIDUAL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
46. SUMMARY	<input type="checkbox"/>	0	0	0	4 1
49. Signature of Supervisor (Type Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0.			50. Signature of Reporting Senior		
JMB JTR LT			30 JUL 2012		
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."			52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report		
I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input type="checkbox"/>			Date: 30 JUL 2012		
30 JUL 2012					

ADMINISTRATIVE REMARKS

NAVPERS 1070/613 (REV. 07-06)

S/N: 0106-LF-132-8700

SHIP OR STATION:

NAVAL BRANCH HEALTH CLINIC PORTSMOUTH, NH NAVAL HEALTH CLINIC NEW ENGLAND

SUBJECT:

PERMANENT

TEMPORARY

AUTHORITY (IE PERMANENT)

REMOVAL OF ADVANCEMENT RECOMMENDATION

18 SEP 12 : RECOMMENDATION FOR ADVANCEMENT TO E-4/HM3 WITHDRAWN THIS DATE DUE TO PENDING
DATE FEDERAL CHARGES IN THE UNITED STATES DISTRICT COURT OF NEW HAMPSHIRE.

John Walker
DTC SIGNATURE/DATE

OIC SIGNATURE/DATE

"I have read the above and understand that my recommendation for advancement to E-4/HM3 has been withdrawn. I have further been informed of my rights to redress as provided under UMCJ, Article 138. I understand withdrawal of my advancement recommendation for E-4/HM3 is a permanent action for this advancement cycle, with no administrative recourse."

for 13 SEP 12

MEMBER'S SIGNATURE/DATE

WITNESSES SIGNATURE/DATE

NAME (LAST, FIRST, MIDDLE)

SOCIAL SECURITY NUMBER

BRANCH AND CLASS

VILLEGRAS, JOHN BRYAN

USN

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PRIVACY SENSITIVE

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EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) VILLEGRAS, JOHN B				2. Rate HN	3. Desig	4. SSN
5. ACT <input checked="" type="checkbox"/>	6. UIC 00105	7. Ship/Station NBHC PORTSMOUTH	8. Promotion Status REGULAR			9. Date Reported 11MARI5
Occasion for Report 10. Periodic		Detachment 11. of Individual	Promotion/ 12. Frocking	13. Special <input checked="" type="checkbox"/>	Period of Report 14. From: 12JUL16 15. To: 12SEP21	
16. Not Observed Report	Type of Report 17. Regular	18. Concurrent			20. Physical Readiness N	21. Billet Subcategory (if any) NA
22. Reporting Senior (Last, FIMI) DAVIDSON, T A		23. Grade CAPT	24. Desig 2900	25. Title CO	26. UIC 32185	27. SSN 486-76-3885
28. Command employment and command achievements. Maintains medical readiness of afloat, ashore and visiting units. Provides accessible, high quality healthcare. Prevents illness and injury by promoting wellness and health. Deploys in direct support of overseas contingency and humanitarian operations.						
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) ADV LAB TECH PRY: (8506) Advanced Laboratory Technician-2.						
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet and sign 32.)		30. Date Counseled 12JUL15	31. Counselor BALLARD, D W	32. Signature of Individual Counselor		
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.						
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0* Above Standards	5.0 Greatly Exceeds Standards	
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application.	<ul style="list-style-type: none"> Marginal knowledge of rating, specialty or job. Unable to apply knowledge to solve routine problems. Fails to meet advancement/PQS requirements. 	<input type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Strong working knowledge of rating, specialty and job. Reliably applies knowledge to accomplish tasks. Meets advancement/PQS requirements on time. 	<input type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Recognized expert, sought out by all for technical knowledge. Uses knowledge to solve complex technical problems. Meets advancement/PQS requirements early/with distinction. 	
NOB <input checked="" type="checkbox"/>						
34. QUALITY OF WORK: Standard of work; value of end product.	<ul style="list-style-type: none"> Needs excessive supervision. Product frequently needs rework. Wasteful of resources. 	<input type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Needs little supervision. Produces quality work. Few errors and resulting rework. Uses resources efficiently. 	<input type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Needs no supervision. Always produces exceptional work. No rework required. Maximizes resources. 	
NOB <input checked="" type="checkbox"/>						
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	<ul style="list-style-type: none"> Actions counter to Navy's retention/replacement goals. Uninvolved with mentoring or professional development of subordinates. Actions counter to good order and discipline and negatively affect Command/Organizational climate. Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. 	<input type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actions adequately encourage/support subordinates' personal/professional growth. Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. Values differences as strengths. Posters atmosphere of acceptance/inclusion per EO/SEO policy. 	<input type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Measurably contributes to Navy's increased retention and reduced attrition objectives. Positive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. The model of achievement. Develops unit cohesion by valuing differences as strengths. 	
NOB <input type="checkbox"/>						
36. MILITARY BEARING/CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values.	<ul style="list-style-type: none"> Consistently unsatisfactory appearance. Poor self-control; conduct resulting in disciplinary action. Unable to meet one or more physical readiness standards. Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. 	<input type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Excellent personal appearance. Excellent conduct consistently complies with regulations. Complies with physical readiness program. Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. 	<input type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Exemplary personal appearance. Model of conduct, on and off duty. A leader in physical readiness. Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. 	
NOB <input type="checkbox"/>						
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work.	<ul style="list-style-type: none"> Needs prodding to attain qualification or finish job. Prioritizes poorly. Avoids responsibility. 	<input type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Productive and motivated. Completes tasks and qualifications fully and on time. Plans/prioritizes effectively. Reliable, dependable, willingly accepts responsibility. 	<input type="checkbox"/> <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Energetic self-starter. Completes tasks or qualifications early, far better than expected. Plans/prioritizes wisely and with exceptional foresight. Seeks extra responsibility and takes on the hardest jobs. 	
NOB <input checked="" type="checkbox"/>						

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610

1. Name (Last, First MI Suffix) VILLEGAS, JOHN B		2. Rate HN	3. Desig	4. SSN	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. TEAMWORK: Contributions to team building and team results.	<ul style="list-style-type: none"> -Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well. 	<input type="checkbox"/>	<ul style="list-style-type: none"> -Reinforces others' efforts, meets commitments to team. -Understands goals, employs good teamwork techniques. -Accepts and offers team direction. 	<input type="checkbox"/>	<ul style="list-style-type: none"> -Team builder, inspires cooperation and progress. -Focuses goals and techniques for teams. -The best at accepting and offering team direction.
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> -Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices. 	<input type="checkbox"/>	<ul style="list-style-type: none"> -Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful, realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment. 	<input type="checkbox"/>	<ul style="list-style-type: none"> -Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Superb organizer, great foresight. -Develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal and professional lives of others.
40. Individual Trait Avg. total of trait scores divided by number of graded traits.	<p>41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific)</p> <p>NONE</p>	1.00	<p>42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.</p> <p><i>OB</i></p> <p>BALLARD, D. W., HMC (SS/SW/AW)</p>		

43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.

This evaluation submitted due to the member's removal of recommendation for advancement.

BLK35: Member rated a 1.0 mark due to "Actions counter to Navy's retention/reenlistment goals".

BLK36: Member rated a 1.0 mark due to "Poor self control, conduct resulting in disciplinary action".

Recommendation for advancement withdrawn this date due to pending Federal criminal charges in the United States District Court of New Hampshire.

Member has read the above and understands that recommendation for advancement to HM3 has been withdrawn. Furthermore he has been informed of his rights to redress as provided under UCMJ, article 138. He understands the withdrawal of his advancement recommendation is a permanent action for this advancement cycle, with no administrative recourse.

44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/>
45. INDIVIDUAL		X					48. Reporting Senior Address NAVHEALTHCLINIC NEW ENGLAND 43 SMITH ROAD NEWPORT RI 02841-1002
46. SUMMARY	X	1	0	0	0	0	50. Signature of Reporting Senior <i>Tommy M. Nowak</i> Summary Group Average: 1.00 Date: 9/14/12
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0.							52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report
<p><i>Tommy M. Nowak</i> NOWAK, K CDR Date: 13SEP12</p>							
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."							
I intend to submit statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/>							Date: 13SEP12